

First Peoples' Heritage, Language and Culture Council

2011 Statement of Financial Information

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APPROVAL OF STATEMENT OF FINANCIAL INFORMATION

The undersigned, representing the Board of Directors of the First Peoples' Heritage, Language and Culture Council, approves all the statements and schedules included in this Statement of Financial Information, produced under the *Financial Information Act*.



Emma Donnelly

Treasurer

Date: June 29, 2011

Financial Information Regulation, Schedule 1**Checklist – Statement of Financial Information (SOFI)****For the Corporation:**

Corporate Name: First Peoples' Heritage, Language and Culture Council Contact Name: Tracey Herbert, Executive Director

Fiscal Year End: March 31, 2011 Phone Number: 250-652-5952

Date Submitted: June 30, 2011 E-mail: tracey@fphlcc.ca

For the Ministry:

Ministry Name: _____ Reviewer: _____

Date Received: _____ Deficiencies: Yes ☐ No ☐

Date Reviewed: _____ Deficiencies Addressed: Yes ☐ No ☐

Approved (SFO): _____ Further Action Taken: _____

Distribution: Legislative Library ☐ Ministry Retention ☐

FIR Schedule 1 Section	Item	Yes	No	N/A	Comments
General					
1 (1) (a)	Statement of assets and liabilities	√			
1 (1) (b)	Operational statement	√			
1 (1) (c)	Schedule of debts	√			
1 (1) (d)	Schedule of guarantee and indemnity agreements	√			
1 (1) (e)	Schedule of employee remuneration and expenses	√			
1 (1) (f)	Schedule of suppliers of goods and services	√			
1 (3)	Statements prepared on a consolidated basis or for each fund, as appropriate			√	-the Council does not practice fund accounting
1 (4) 1 (5)	Notes to the financial statements for the statements and schedules listed				

FIR Schedule 1 Section	Item	Yes	No	N/A	Comments
Statement of Assets & Liabilities					
2	- A balance sheet prepared in accordance with GAAP or stated accounting principles / policies, and - Show changes in equity and surplus or deficit due to operations	√ √			
Operational Statement					
3 (1)	Prepared in accordance with GAAP or stated accounting principles / policies and consists of: - a Statement of Income or Statement of Revenue and Expenditures, and - a Statement of Changes in Financial Position	√ √			
3 (2) 3 (3)	- The Statement of Changes in Financial Position may be omitted if it provides no additional information - The omission must be explained in the notes			√ √	- the statement has been included - see above
3 (4)	Community colleges, school districts, and municipalities must prepare a Statement of Changes in Financial Position for the Capital Fund			√	- the Council does not fall into this category
Schedule of Debts					
4 (1) (a) 4 (2)	List each long-term debt (secured by debentures, mortgages, bonds, etc.), stating the amount outstanding, the interest rate, and the maturity date			√	- the Council has no long-term debt
4 (1) (b)	Identify debts covered by sinking funds or reserves and amounts in these accounts			√	- see above
4 (3) 4 (4)	- The schedule may be omitted if addressed under section 2 or 5 and it provides no additional information - The omission must be explained in a note to the schedule			√ √	- see above

FIR Schedule 1 Section	Item	Yes	No	N/A	Comments
Schedule of Guarantee and Indemnity Agreements					
5 (1)	List financial agreements that required government approval prior to being given (see Guarantees and Indemnities Regulation in FIA Guidance Package)			√	- the Council is not a party to any such agreements
5 (2)	State the entities involved, and the specific amount involved if known			√	- see above
5 (3) 5 (4)	- The schedule may be omitted if addressed under section 2 or 4 and it provides no additional information - The omission must be explained in a note to the schedule			√ √	- see above
Schedule of Remuneration and Expenses (See Guidance Package for suggested format)					
6 (2) (a)	List separately, by name and position, the total remuneration and the total expenses for each elected official, member of the board of directors, and employee appointed by Cabinet	√			
6 (2) (b)	List alphabetically each employee whose total remuneration exceeds \$75,000 and the total expenses for each [excluding the persons listed under 6 (2) (a)]	√			
6 (2) (c)	Include a consolidated total for employees whose remuneration is \$75,000 or less [excluding the persons listed under 6 (2) (a)]	√			
6 (2) (d)	Reconcile or explain any difference between total remuneration in this schedule and related information in the operational statement	√			
6 (3)	Exclude personal information other than name, position, function or remuneration and expenses of employees	√			

FIR Schedule 1 Section	Item	Yes	No	N/A	Comments
Schedule of Remuneration and Expenses (See Guidance Package for suggested format)					
6 (6)	Report the employer portion of EI and CPP as a supplier payment to the Receiver General for Canada rather than as employee remuneration	√			
6 (7) (a) 6 (7) (b)	Include a statement of severance agreements providing: - the number of severance agreements under which payment commenced in the fiscal year being reported on for non-union employees, and - the range of equivalent months' compensation for them (see Guidance Package for suggested format)	√		√	- the Council did not enter into any severance agreements during the year
6 (8)	Provide the reason for omitting a statement of severance agreements in a note to the schedule of remuneration and expenses			√	- not omitted
Schedule of Suppliers of Goods or Services (See Guidance Package for suggested format)					
7 (1) (a)	List in alphabetical order all suppliers of goods and services who received aggregate payments exceeding \$25,000	√			
7 (1) (b)	Include a consolidated total of all payments to suppliers who received \$25,000 or less	√			
7 (1) (c)	Reconcile or explain any difference between the consolidated total and related figures in the operational statement	√			
7 (2) (b)	Include a statement of payments for the purposes of grants or contributions	√			

FIR Schedule 1 Section	Item	Yes	No	N/A	Comments
Inactive Corporations					
8 (1)	The ministry reports for the corporation if the corporation is not operating to the extent required to produce a SOFI			√	- the Council does not fall into this category
8 (2) (a)	The ministry's report contains the statements and schedules required under section 1 (1), to the extent possible			√	- see above
8 (2) (b)	The ministry's report contains a statement of the operational status of the corporation (see Guidance Package regarding what to include)			√	- see above
Approval of Financial Information					
9 (1)	Corporations other than municipalities – the SOFI is signed as approved by the board of directors or the governing body (see Guidance Package for example)	√			
9 (2)	Municipalities – the SOFI is approved by its council and by the officer assigned responsibility for financial administration (see Guidance Package for example)			√	- the Council does not fall into this category
9 (3)	A management report is included, signed by the head and chief financial officer, or by the municipal officer assigned responsibility for financial administration (see examples in annual report at http://www.gov.bc.ca/cas/popt/)	√			
9 (4)	The management report explains the roles and responsibilities of the board of directors or governing body, audit committee, management, and the auditors	√			
9 (5)	Signature approvals required in section 9 are for each of the statements and schedules of financial information, not just the financial statements	√			

MANAGEMENT REPORT

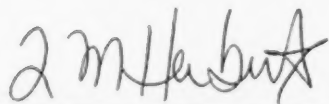
The Financial Statements contained in this statement of Financial Information under the Financial Information Act have been prepared by management in accordance with generally accepted accounting principles and the integrity and objectivity of these statements are management's responsibility.

Management is also responsible for all other schedules of financial information and for ensuring this information is consistent, where appropriate, with the information contained in the financial statements and for implementing and maintaining a system of internal controls to provide reasonable assurance that reliable financial information is produced.

The Council is responsible for ensuring that management fulfils its responsibilities for financial reporting and internal control and for approving the financial information included in the Statement of Financial Information.

The external auditors, Cowland Paterson & Co, Professional Accountants, conduct an independent examination, in accordance with generally accepted auditing standards, and express their opinion on the financial statements as required by the First Peoples' Heritage, Language and Culture Act. Their examination does not relate to the other schedules of financial information required by the Financial Information Act. Their examination includes a review and evaluation of the Council's system of internal control and appropriate tests and procedures to provide reasonable assurance that the financial statements are presented fairly.

On behalf of the First Peoples' Heritage, Language and Culture Council,



Tracey Herbert, Executive Director

Date: June 29, 2011

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

FINANCIAL STATEMENTS

Year Ended March 31, 2011

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

FINANCIAL STATEMENTS

Year Ended March 31, 2011

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Independent Auditors' Report

To the Minister of Aboriginal Relations and Reconciliation, Province of British Columbia
To the Members of the Board of First Peoples' Heritage, Language and Culture Council

We have audited the accompanying financial statements of First Peoples' Heritage, Language and Culture Council, which comprise the statement of financial position as at March 31, 2011, and the statements of operations, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory notes and information.

Management's Responsibilities for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making these risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2011 and the results of its operations and statement of cash flow for the year then ended in accordance with Canadian generally accepted accounting principles.

Cowland Paterson & Co.

Sidney, B.C.
May 13, 2011

Professional Accountants

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

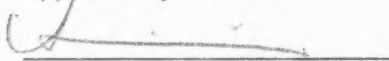
Statement of Financial Position

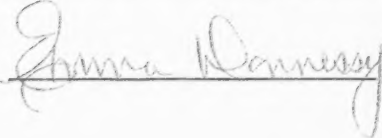
March 31, 2011

	2011	2010
Assets		
Current		
Cash	\$ 530,218	\$ 606,405
Accounts receivable	46,141	67,667
HST receivable	17,017	-
Prepaid expenses	<u>2,662</u>	<u>2,748</u>
	<u>596,038</u>	<u>676,820</u>
Capital Assets (Note 4)	<u>78,735</u>	<u>115,089</u>
	<u><u>\$ 674,773</u></u>	<u><u>\$ 791,909</u></u>
Liabilities		
Current		
Accounts payable and accrued liabilities	\$ 264,321	\$ 381,652
Deferred revenue (Note 5)	<u>26,614</u>	<u>26,614</u>
	<u>290,935</u>	<u>408,266</u>
Net Assets		
Capital stock (Note 6)	100	100
Net assets invested in capital assets	78,735	115,089
Unrestricted net assets	<u>305,003</u>	<u>268,454</u>
	<u>383,838</u>	<u>383,643</u>
	<u><u>\$ 674,773</u></u>	<u><u>\$ 791,909</u></u>

Commitments (Note 8)

Approved By The Board

 Director

 Director

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Statement of Operations

Year Ended March 31, 2011

	2011	2010
Revenue		
Grants	\$ 3,139,300	\$ 3,469,281
Interest and other	61,271	4,219
Administration fees	54,000	116,597
Training and consulting	<u>-</u>	<u>18,710</u>
	<u>3,254,571</u>	<u>3,608,807</u>
Expenditures		
Grants	1,785,647	1,970,005
Bank charges	1,193	1,145
Communications	30,011	19,467
Community expenses	39,184	99,794
Contractor fees	185,404	256,663
Council and advisory committee expenses	42,389	79,454
Equipment rental	9,443	11,636
Insurance	4,188	4,206
Jury / Peer Review Committee	35,348	34,247
Licenses and fees	4,135	15,220
Office	87,501	157,720
Professional fees	27,685	21,837
Protocol	3,604	6,481
Rent	42,000	42,000
Repairs and maintenance	19,315	20,644
Language research & development	7,702	19,277
Travel	47,796	38,066
Utilities	4,637	4,275
Wages and benefits	<u>828,776</u>	<u>754,000</u>
	<u>3,205,958</u>	<u>3,556,137</u>
Excess of revenue over expenditures before amortization	<u>48,613</u>	<u>52,670</u>
Amortization	<u>48,418</u>	<u>52,670</u>
Net Surplus	<u>\$ 195</u>	<u>\$ -</u>

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Statement of Changes in Net Assets

Year Ended March 31, 2011

	Invested in Property, Plant and Equipment	Unrestricted Funds	2011 Total	2010 Total
Balance, beginning of year	\$ 115,089	\$ 268,454	\$ 383,543	\$ 383,543
Excess (deficiency) of revenue over expenses	(48,418)	48,613	195	-
Invested in capital assets/ funds transfers	<u>12,064</u>	<u>(12,064)</u>	<u>-</u>	<u>-</u>
Balance, end of year	<u>\$ 78,735</u>	<u>\$ 305,003</u>	<u>\$ 383,738</u>	<u>\$ 383,543</u>

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Statement of Cash Flow

Year Ended March 31, 2011

	2011	2010
Cash received from:		
2010 Legacies Now	-	13,977
BC Arts Council	122,500	450,000
BC Ministry of Aboriginal Relations & Reconciliation	1,476,000	1,451,000
Canada Council of the Arts	45,000	3,386
Department of Canadian Heritage	-	232,470
First Peoples' Cultural Foundation	495,800	263,648
New Relationship Trust Corporation	1,000,000	1,054,800
Administration fees	54,000	135,307
Interest Income and other miscellaneous receipts	<u>61,271</u>	<u>4,219</u>
	<u>3,254,571</u>	<u>3,608,807</u>
Cash used for grants and awards	(1,785,647)	(1,970,005)
Cash used for salaries and benefits	(828,776)	(754,000)
Cash used for materials and services	<u>(704,271)</u>	<u>(1,310,476)</u>
	<u>(3,318,694)</u>	<u>(4,034,481)</u>
	<u>(64,123)</u>	<u>(425,674)</u>
Cash flows from investing activities		
Purchase of capital assets	<u>(12,064)</u>	<u>(16,682)</u>
Decrease in cash	(76,187)	(442,356)
Cash, beginning of year	<u>606,405</u>	<u>1,048,761</u>
Cash, end of year	<u>\$ 530,218</u>	<u>\$ 606,405</u>

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

Year Ended March 31, 2011

1. PURPOSE OF THE ORGANIZATION

The First Peoples' Heritage, Language and Culture Council ("the Council") is a Crown Corporation, established under the First Peoples' Heritage, Language and Culture Act and is an agent of the Crown. The Council commenced operations April 1, 1991. The mission of the Council is as follows:

- To preserve, restore and enhance First Nations' heritage, language, and culture;
- To increase understanding and sharing of knowledge, within both First Nations' and non-First Nations' communities; and
- To heighten appreciation and acceptance of the wealth of cultural diversity among British Columbians.

2. SIGNIFICANT ACCOUNTING POLICIES

(a) Amortization

Rates and bases of amortization applied to write off the cost less estimated salvage value of capital assets over their estimated lives are as follows:

Leasehold improvements	7 years, straight-line
Furniture and equipment	5 years, straight-line
Computers	3 years, straight-line
Computer software	3 years, straight-line

No amortization has been taken on the Art Collection.

(b) Revenue Recognition

The Council follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

(c) Donated Services and Materials

Donated materials are recorded both as donations and expenses at their fair value when fair value can be reasonably estimated. Donated services are not recorded in the financial statements, as they cannot be reasonably estimated. The Council also receives a number of volunteer hours from the Board of Directors, which have not been recognized, due to the difficulty of estimating their value.

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

Year Ended March 31, 2011

(d) Use of Estimates

In preparing the Council's financial statements, management is required to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenue and expenses during the period. Actual results could differ from these estimates.

(e) Financial Instruments

The Council's financial instruments consist of cash, receivables, payables and accruals. Unless otherwise noted, it is management's opinion that the Council is not exposed to significant interest, currency or credit risks arising from these financial instruments. The fair value of these financial instruments approximates their carrying values, unless otherwise noted.

3. RELATED PARTY TRANSACTIONS

The Council's directors are appointed by the Minister of Aboriginal Relations and Reconciliation from the Advisory Committee which has tribal council representatives from First Nations across the province of British Columbia. It is, therefore, inevitable that there will be grants made to a community within a tribal council that a Council member represents. A standard application and peer review process ensuring that there is not a conflict of interest is followed in all cases to determine which communities are awarded grants.

The First Peoples' Heritage, Language and Culture Council is related through common ownership to all Province of British Columbia ministries, agencies and Crown corporations. Transactions with these entities are made under normal operational terms and conditions.

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

Year Ended March 31, 2011

4. CAPITAL ASSETS

	Cost	Accumulated Amortization	2011 Net	2010 Net
Art Collection	\$ 13,100	\$ -	\$ 13,100	\$ 13,100
Computer equipment & software	197,101	185,165	11,936	10,461
Furniture and equipment	81,844	76,272	5,572	16,776
Leasehold improvements	167,499	119,642	47,857	71,785
Software	<u>45,575</u>	<u>45,305</u>	<u>270</u>	<u>2,967</u>
	<u>\$ 505,119</u>	<u>\$ 426,384</u>	<u>\$ 78,735</u>	<u>\$ 115,089</u>

5. DEFERRED CONTRIBUTIONS

The Council has continuing programs at March 31, 2011. Contributions related to the completion of these programs have been deferred as follows:

	2011	2010
Canada Council for the Arts	<u>\$ 26,614</u>	<u>\$ 26,614</u>
	<u>\$ 26,614</u>	<u>\$ 26,614</u>

6. CAPITAL STOCK

The capital of the Council is one share with a par value of \$100. The share is issued to and held by Her Majesty the Queen in right of the Province of British Columbia.

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

Year Ended March 31, 2011

7. EMPLOYEE PENSION PLAN

The Council and its employees contribute to the Public Service Plan. The Plan is a multi-employer defined benefit plan. The British Columbia Pension Corporation administers the Plan, including the payment of pension benefits on behalf of employers and employees in accordance with the Public Sector Pension Plans Act.

The risks and rewards associated with the Plan's unfunded liability or surplus are shared between the employers and the Plan's members and may be reflected in their future contributions.

8. COMMITMENTS

Effective February 14, 2007, the Council entered into a seven year lease agreement expiring on February 14, 2014 for its premises. Minimum rent payable in aggregate and for each of the next three years is as follows:

2012	42,000
2013	42,000
2014	<u>42,000</u>
	<u>\$ 126,000</u>

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Schedule of Grant Revenue (Supplemental Unaudited Information)

Year Ended March 31, 2011

	2011	2010
Revenue		
Canada Council for the Arts	\$ 45,000	\$ 3,386
BC Arts Council	122,500	450,000
Department of Canadian Heritage	0	232,470
MARR	1,476,000	1,400,000
Minister of Finance	0	51,000
2010 Legacies Now	0	13,977
FPCF	495,800	263,648
New Relationship Trust	1,000,000	1,054,800
Total Revenue	<u>\$ 3,139,300</u>	<u>\$ 3,469,281</u>

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Schedule of Operations by Program

(Supplemental Unaudited Information)

Year Ended March 31, 2011

	Administration	Arts Program	First Voices	Language Program	Total
Revenue					
Canada Council for the Arts	0	45,000	0	0	45,000
BC Arts Council	0	122,500	0	0	122,500
MARR	603,774	49,423	187,352	635,451	1,476,000
FPCF	35,314	356,413	0	104,073	495,800
New Relationship Trust	0	150,000	150,000	700,000	1,000,000
	<u>639,088</u>	<u>723,336</u>	<u>337,352</u>	<u>1,439,524</u>	<u>3,139,300</u>
Revenue - Other					
Interest and other	54,982	0	5,369	2,600	62,951
Administration fees	54,000	0	0	0	54,000
	<u>108,982</u>	<u>0</u>	<u>5,369</u>	<u>2,600</u>	<u>116,951</u>
Total Revenue	<u>748,069</u>	<u>723,336</u>	<u>342,721</u>	<u>1,440,445</u>	<u>3,254,571</u>
Expenditures					
Grants	0	555,000	100,531	1,130,116	1,785,647
Bank charges	1,193	0	0	0	1,193
Communications	26,123	0	0	3,888	30,011
Community expenses	0	1,042	16,976	21,166	39,184
Contractor fees	89,922	25,745	52,237	17,500	185,404
Council and advisory expenses	42,389	0	0	0	42,389
Equipment rental	9,443	0	0	0	9,443
Insurance	4,188	0	0	0	4,188
Jury / Peer Review Committee	1,945	12,152	1,356	19,895	35,348
Licenses and fees	4,135	0	0	0	4,135
Office	33,234	14,117	0	40,150	87,501
Professional fees	27,685	0	0	0	27,685
Protocol	3,604	0	0	0	3,604
Rent	42,000	0	0	0	42,000
Repairs and maintenance	19,315	0	0	0	19,315
Language research & development	0	0	0	7,702	7,702
Travel	42,924	109	2,779	1,984	47,796
Utilities	4,637	0	0	0	4,637
Wages and benefits	348,911	117,376	169,233	193,256	828,776
Total Expenditures	<u>701,648</u>	<u>725,541</u>	<u>343,112</u>	<u>1,435,657</u>	<u>3,205,958</u>
Excess (Deficiency) of Revenue over Expenditure before amortization	46,422	(2,205)	(391)	4,788	48,613
Amortization	48,418	0	0	0	48,418
Excess (Deficiency) of Revenue over Expenditure	<u>(1,996)</u>	<u>(2,205)</u>	<u>(391)</u>	<u>4,788</u>	<u>195</u>

SCHEDULE OF DEBTS

The First Peoples' Heritage, Language and Culture Council has no long-term debt.

SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS

The First Peoples' Heritage, Language and Culture Council has not given any guarantee or indemnity under the Guarantees and Indemnities Regulation.

First Peoples' Heritage, Language and Culture Council
Statement of Financial Information (SOFI)
March 31, 2011

SCHEDULE OF REMUNERATION AND EXPENSES

	Remuneration	Expenses	Total
Board of Directors			
Dr. Lorna Williams (Chair) (Government Business Seat)	\$ 1,025	5,236	\$ 6,261
Herbert Morven (Vice-Chair) (Nisga'a Lisims Government)	225	4,186	4,411
Tamara Davidson (Secretary) (Council of the Haida Nation)	225	1,688	1,913
Emma Donnelly (Treasurer) (Kaska Tribal Council)		7,726	7,726
Mariann Burka (Government Seat)		-	-
Bill Cohen (Okanagan Nation Alliance)	450	1,049	1,499
Marlene Erickson (Carrier Sekani Tribal Council)		892	892
John Haugen (n'laka'pamux Nation)	675	2,262	2,937
Laura Webb (Treaty 8 Tribal Association)		2,619	2,619
Clifford Atleo (Nuu'chah'nulth Tribal Council)		1,274	1,274
Phyllis Chelsea (Northern Shuswap Tribal Council)		3,836	3,836
Gary Johnston (Urban Representative)	225	1,213	1,438
John Elliott (FNESC Representative)	450	2,605	3,055
		-	-
		-	-
		-	-
Total payments for Board of Directors	\$ 3,275	\$ 34,583	\$ 37,858
Employees			
Employees with remuneration and expenses exceeding \$75,000			
Brand, Peter - First Voices Coordinator	\$ 70,907	\$ 4,723	\$ 75,630
Herbert, Tracey - Executive Director	85,737	9,901	95,638
Wadsworth, Alexander - Systems Analyst			-
Total employees with remuneration and expenses of \$75,000 or less	598,441	25,858	624,299
Total payments for employees	\$ 755,085	\$ 40,482	\$ 795,567
Total Remuneration & Expenses	\$ 758,360	\$ 75,065	\$ 833,425
Reconciliation			
Total Remuneration - Elected officials, employees appointed by Cabinet and Members of the Board of Directors			\$ 37,858
Total Remuneration - Other Employees			\$ 795,567
Subtotal			\$ 833,425
Add:			
Benefit costs reported as Payments to suppliers on "Schedule of Payments to Suppliers"			134,469
Less:			
Employee expenses not included in "Wages & Benefits" per Statement of Operations			(40,482)
Board Honoraria & expenses not included in "Wages & Benefits" per Statement of Operations			(37,858)
Contract Employees not included in "Wages & Benefits" per Statement of Operations			(60,778)
Total Remuneration and Expenses per Statement of Operations			\$ 828,776

STATEMENT OF SEVERANCE AGREEMENTS

The First Peoples' Heritage, Language & Culture Council did not enter into any severance agreements during the year.

First Peoples' Heritage, Language and Culture Council
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SCHEDULE OF SUPPLIERS OF GOODS OR SERVICES

Name	Amount paid
BC Public Service Pension Plan	60,218
Receiver General for Canada	41,223
Tsartlip First Nation	44,918

Total payments to suppliers who received aggregate payments exceeding \$25,000	\$ 146,359
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Consolidated total paid to suppliers who received aggregate payments of \$25,000 or less	\$ 440,527
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Total payments to suppliers	\$ 586,886
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Reconciliation

Total payments to suppliers per above	\$ 586,886
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Add:

Grants & Contributions reported under "Schedule of Payments Made for Grants & Contributions"	\$ 1,785,647
Remuneration & Expenses reported under "Schedule of Remuneration & Expenses"	\$ 833,425

Subtract:

Total Expenditures reported per Statement of Operations - before amortization	<u>\$ 3,205,958</u>
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SCHEDULE OF PAYMENTS MADE FOR GRANTS AND CONTRIBUTIONS

Name	Amount paid
Adams Lake Indian Band	43,000
Chelsea, Ivy	27,000
Cheslatta Carrier Nation	27,000
Cowichan Valley Arts Council	30,000
Gitksan Wet'suwet'en Education	25,000
Ha'matgm An'on Art Collective	30,000
Lake Babine Nation - TWLC	45,350
Lilwat7ul Culture Centre	53,500
Old Masset Village Council	30,000
Rorick, Layla	27,000
Secwepemc Cultural Education	39,719
Sookinchoot Youth Center	25,000
Upper St'at'imc Language	62,640
Urban Ink Productions Society	30,000
Wilson, Bernice	25,000
Xeni Gwet'in First Nation	34,000

Total payments for grants and contributions exceeding \$25,000	\$ 554,209
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Consolidated total payments of grants and contributions of \$25,000 or less	\$ 1,231,438
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Total payments for grants and contributions per Statement of Operations	\$ 1,785,647
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Reconciliation

Total payments for grants and contributions	\$ 1,785,647
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Add:

Subtract:

Total payments for grants and contributions reported per Statement of Operations	<u>\$ 1,785,647</u>
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